



*The City of*

**SEATAC**

*invites your interest in the position of*

**DIRECTOR  
OF  
PUBLIC  
WORKS**



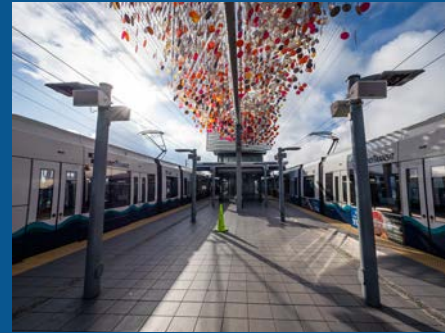
Recruitment Services Provided by Ralph Anderson & Associates

# An Outstanding Career Opportunity

The City of SeaTac seeks an accomplished professional to guide the Public Works Department and oversee a wide range of diverse responsibilities that impact the entire community in so many important ways. A statewide and national search is now underway to attract highly experienced public works professionals interested in providing innovative leadership in a dynamic and fast-paced high-performance organization.

This is an opportunity for a public works professional who is well-grounded as both a visionary and an implementor. This key leadership role requires an uncommon and engaging public works professional with the ability to address a wide range of projects and ongoing operational needs.

This engaging individual will also be comfortable addressing challenging issues that require problem-solving, resolution, and collaboration to move the Public Works Department forward.





# The SeaTac Community

The City of SeaTac is located midway between Seattle and Tacoma, with a population of 32,000. Residents appreciate SeaTac's rich diversity, vibrant connectivity, and environmental stewardship. SeaTac is among the most racially, ethnically, and linguistically diverse cities in Washington State. It offers easy access to amenities with three light rail stations, two major roadways, and an international airport. It boasts beautiful parks, creeks, and trails, and spectacular views of Mount Rainier.

The City of SeaTac is unlike any other city of its size in Washington state. The Seattle-Tacoma International Airport (known as Sea-Tac) is located entirely within the City's boundaries and is run by the Port of Seattle. Sea-Tac is the nation's eleventh busiest airport, serving over 50 million people in 2023. The City is home to the second largest concentration of hotel and motel rooms in the state, Alaska Airlines headquarters, and a variety of local large and small businesses that serve the 195,000 people who work in or travel through the City each day.

SeaTac's central location between Seattle and Tacoma along the I-5 corridor offers the best of both worlds for both freeway and public transit accessibility. With three light rail stations, SeaTac is becoming a popular transit-accessible location for commuters looking to connect to the booming regional landscape which soon will expand beyond Seattle to the bustling hubs of Bellevue, Redmond, and Tacoma. Within the City, the SeaTac community enjoys a variety of public parks and amenities including a 34-acre dog park, BMX track, 6,000 square foot skate park, community garden, and a Community Center that offers an array of sports, activities, and classes. The City's 11-acre Highline SeaTac Botanical Garden is home to a stately Japanese garden, fragrant rose garden, woodlands, and trails. Angle Lake Park includes swimming, fishing, a water spray park, boat launch, and nature trail.

The community gathers for annual events like Shakespeare in the Park, Music in the Park, Friday Flix, Summer Market, Great Pumpkin Night, Holiday Tree Lighting, and the International Festival and Parade. SeaTac is proud of its rich racial, ethnic, and linguistic diversity. Notably, 62% of the population identify as persons of color and over half of the city's residents (age 5+) speak a language other than English at home. The City celebrates an annual "Welcoming Week: We Are SeaTac!" as part of a national campaign to create welcoming communities for all, including immigrants. SeaTac celebrates its rich cultural diversity as 38% of residents were born outside of the U.S.



*SeaTac is a vibrant, economically strong, environmentally sensitive, and people-oriented community. The City of SeaTac has a diverse resident population with people from around the world. The resident population is approximately 32,000, with daytime population exceeding 200,000.*

# Governing Structure

Incorporated in 1990, the City of SeaTac operates under the Council-Manager form of government. An elected, seven-member City Council governs the City and the Council elects one of its members to serve as Mayor for a two-year term. The City Council appoints a full-time City Manager to oversee daily operations and to advise, implement, and administer the policies adopted by the City Council.

The City serves a population of 32,000 across 10 square miles with a biennium 2025-2026 budget of \$365 million and a team of 179 FTEs. Departments include City Manager's Office, Community & Economic Development, Finance, Fire (Puget Sound Regional Fire Authority), Information Systems, Legal, Human Resources, Parks & Recreation, Police (King County Sheriff), and Public Works. The City also has a Municipal Court.

The City of SeaTac prides itself on being a vibrant, economically strong, environmentally sensitive, and people-oriented community. City employees are committed, hard-working professionals, energized by the many challenges of a growing and changing urban locale. The City prides itself on its collaborative working relationship with its employees and union. The City seeks to provide an environment where everyone is treated as a valued and respected member of the team.



## About the City Manager

Jonathan Young joined the City of SeaTac in January 2025. Before joining the City of SeaTac, Jonathan worked for five years as City Attorney of Vancouver, WA, and prior to that, as Managing Attorney of the Vancouver City Attorney's Civil Law Division – one of the largest in-house law departments in Southwest Washington. Jonathan has over two decades of legal experience. His leadership style is consistently regarded as calm, thoughtful, and deliberate. He is a dedicated professional, committed to fostering an inclusive, collaborative and empowering workplace culture – one that values professional growth, stewardship and a commitment to excellence. In SeaTac, directors are highly valued thought-partners and should be prepared to bring their creativity, emotional intelligence, and a sense of urgency to addressing inequities on behalf of a community that deserves the very best.

# Public Works Department

The Public Works Department provides services that make SeaTac a desirable place to live, work, and play. Currently, the Department has a total staff of 40 FTEs in three divisions within the Public Works Department: Engineering (13.25 FTEs); Engineering Review (3 FTEs); and Maintenance & Operations (20.25 FTEs). Additionally, the Department is supported by an Administrative team led by a Public Works Director (1 FTE) and supported by three Administrative Assistants (2.8 FTEs).

- ◆ The **Public Works Engineering Division** has primary responsibility in the implementation and management of the Department's Capital Improvement Program. This work involves planning for, designing, and constructing street and surface water improvements within the City. Engineering manages the City's Transportation Improvement Program (TIP) and long-range transportation planning. In addition, Engineering applies for transportation and storm water related grants; collects traffic volume and speed data; conducts pavement condition surveys; manages an annual pavement overlay program; manages the maintenance of the City's traffic signals and street signage; and inspects all construction in the right-of-way.
- ◆ The **Engineering Review Division** promotes quality community growth and development in the City of SeaTac through the administration of all engineering plans submitted to the City for development permits. The Division reviews site engineering plans, including clearing, grading, paving, stormwater management system, roadway, right-of-way use, and much more. The Engineering Review Division is also responsible for review and approval of all utility permits in the right-of-way, haul permit applications, and any other construction activities requiring lane closures, traffic control, and detour plans, among others.
- ◆ The **Maintenance and Operations Division** leads the operational and maintenance aspects of the storm water, streets, and landscaping infrastructure within city right-of-way (ROW), citywide compliance with its National Pollution Discharge and Elimination System (NPDES) Phase II permit and Fleet management.

The Department's budget for FY 2025-26 is \$68.4M with 64% of its budget directed towards capital projects, traffic and pedestrian studies, street improvements, and beautification projects. One major project currently underway is the Airport Station Pedestrian Improvement Project, which seeks to increase safety for pedestrians, bicyclists, and vehicles in the immediate area surrounding the Airport Link Light Rail Station. Additional improvements will focus on 32nd Avenue South (between South 170th Street and South 180th Street), South 180th Street, and South 176th Street between International Blvd. and 32nd Avenue South. Project elements include installation/improvement of sidewalks; standalone bicycle lanes, separating bicycles from vehicular traffic; underground of overhead utilities; intersection improvements at 32nd Avenue South and South 176th Street, and installation of decorative light fixtures, street furniture, and artwork. This fall, the City is working to update its street standards to enhance opportunities for multimodal transit throughout the City.

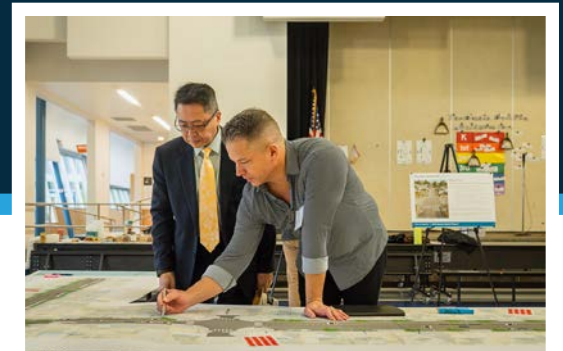
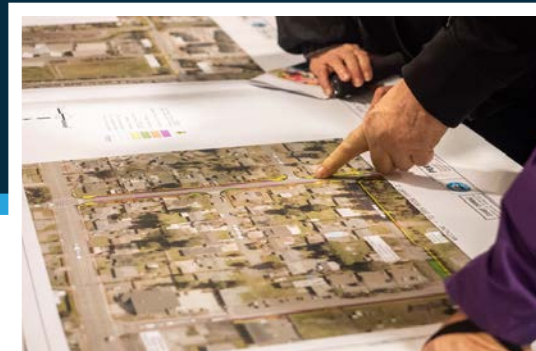


# Overview of Position

The Director of Public Works serves as a member of the City administration's Leadership Team. Under the direction of the City Manager, the Director plans, organizes, directs, and evaluates the operations, services, budgets, policy formation, and activities of the City's Public Works Department to provide services to the community and also to support other municipal departments and functions.

## The range of duties for this position includes:

- ◆ Represent the City in regional public works issues; communicate and coordinate efforts with a variety of individuals and organizations, including City employees and executive staff, local cities, the State, Port of Seattle, citizens, contractors, and others.
- ◆ Direct the planning and preparation of department budgets, including annual operating and multi-year capital improvement plans; develop purchasing and budgetary procedures and guidelines for the department; monitor, control, and authorize expenditures in accordance with established policies; and develop recommendations regarding rates and charges for public works services.
- ◆ Direct, supervise, and evaluate the performance of assigned staff, including professional, engineering, special projects, and clerical staff; interview and select employees; approve recommendations for personnel promotions and salary increases; and recommend disciplinary and termination actions as necessary.
- ◆ Fulfill the responsibilities of Emergency Management Director and implement city emergency management programs.
- ◆ Present recommendations and alternatives related to critical issues, decisions, and actions as appropriate.
- ◆ Identify federal, state, and private research and development grants; determine the scope of work for which funds are needed and prepare proposals; and review, approve, and administer grant applications and reimbursement billings.
- ◆ Attend regular and special City Council sessions; participate in meetings, workshops and conferences with City Boards, commissions, committees, and others; and provide information to the City Council on department programs and projects.
- ◆ Maintain current knowledge of regulatory requirements; and review changes to requirements and evaluate departmental impacts.
- ◆ Work independently under general managerial parameters or guidelines.



# The Ideal Candidate

The new Director of Public Works will be prepared to bring creativity, urgency, and a strategic approach to managing a robust operation that faces unique challenges and opportunities. Notably, the SeaTac Public Works Department is expected to consistently address a wide range of “typical” public works-related issues while also meeting the unique demands of an airport city that accommodates over 50 million travelers each year. The Director will place an emphasis on proactively and aggressively addressing infrastructure needs, ongoing maintenance, and conducting daily operations with transparency and integrity in a highly-regulated municipal environment.

The Department of Public Works has traditionally had a strong customer service orientation, and the selected candidate will continue to enhance this culture through frequent and effective communication. The Director will have a leadership style that is both empowering and respectful and is rooted in genuine concern for others. The Director will also appreciate the varied skills and contributions of the broad spectrum of individuals in the organization. Importantly, the top candidate that rises above the competition will have a spirit of innovation and inspire the creativity of others.

The new Director of Public Works must be adept at managing in a fast-paced and dynamic environment. Both diplomatic and decisive, the successful candidate will work with a sense of urgency, while promoting physical and psychological safety, accountability, and a commitment to continuous improvement.

## Qualifications

The City of SeaTac recognizes that access to formal education varies widely. Relevant professional experience, community leadership, or lived experience may be considered in lieu of the formal education requirements listed below.

### **EDUCATION AND EXPERIENCE**

- ◆ Bachelor’s degree in civil engineering or related field.
- ◆ Eight (8) years of managerial and administrative experience in a municipal or Public Works environment.

### **OR**

- ◆ A combination of training and experience that provides the candidate with the knowledge, skills, and abilities to perform the job.

### **LICENSES AND OTHER REQUIREMENTS:**

- ◆ A satisfactory three-year driving abstract record, submitted before hire date, with a valid Washington State Driver’s License is required (or ability to obtain by date of appointment).
- ◆ Washington State Professional Engineer’s (PE) license is desired, but candidates with the requisite experience and not holding a PE license will also be evaluated for further consideration.

### **PREFERRED**

- ◆ Certified Emergency Manager or the ability to obtain within six months of hire is preferred.

# Salary and Benefits

The annual salary range for this outstanding opportunity is \$173,074 to \$221,550. Placement within the range will be based on qualifications and experience. Longevity begins after 5 years of service and increases every 5 years up to 25 years of service with the City. Eligible employees have the option to receive longevity pay each month, either as additional compensation or in the form of additional floating holiday hours. Additionally, the City will offer an employment agreement that may include moving and relocation expenses.

The City of SeaTac also provides a comprehensive benefits package that may be viewed [here](#).

# Application and Selection Process

Candidates are encouraged to **apply by Monday, November 3, 2025**. The Search Firm will review applications throughout the process, with the initial review with the City Manager in November. To be considered, candidates must submit a comprehensive resume to [apply@ralphandersen.com](mailto:apply@ralphandersen.com). Cover letters are also welcome. The first round of interviews (semi-finalists) will be conducted via video, allowing a broad field of candidates to be considered. The second round of interviews (finalists) will involve multiple panels, be more comprehensive, and will be held on-site.

Once mutual interest has been established, professional references will be contacted later in the process. Top candidates will be required to complete a detailed release form to verify employment, education, and other pertinent information.

If you have questions or want to discuss the opportunity further, please call Ms. Heather Renschler at (916) 630-4900. Confidential inquiries are encouraged. Additionally, requesting a specific date/time to discuss this career opportunity may be arranged by emailing [scheduling@ralphandersen.com](mailto:scheduling@ralphandersen.com).

***The City of SeaTac is an  
Equal Opportunity Employer***

